

Item #

Prepared by: Lou Geater

Approved by: Kathy Kirk-Johnson
and Kelley Thomas

RESOLUTION BY THE SHELBY COUNTY BOARD OF COMMISSIONERS TO AMEND COMPENSATION POLICY ADOPTED BY RESOLUTION 32 ON JULY 21, 2008 AND AMEND THE FY 2009 OPERATING BUDGET TO GRANT A SALARY ADJUSTMENT TO SHELBY COUNTY SHERIFF'S DEPUTIES AT OR BELOW THE RANK OF LIEUTENANT RETROACTIVELY TO JULY 1, 2008. THIS RESOLUTION REQUIRES EXPENDITURE OF GENERAL FUND RESERVE FUNDS IN THE AMOUNT OF \$872,036.00. RESOLUTION SPONSORED BY COMMISSIONER WYATT BUNKER.

WHEREAS, It has come to the attention of the Board of Commissioners that Shelby County Sheriff's deputies are currently compensated at a rate below many law enforcement agencies in the Mid-South; and

WHEREAS, This Commission seeks to ensure the recruitment and retention of highly qualified and skilled law enforcement officers in order to provide for adequate public protection; and

WHEREAS, The Sheriff's operations for the FY 2008 fiscal year achieved expenditures savings of \$4.3 million; and

WHEREAS, Proposed adjustments to the compensation schedule for Patrol Officers and Sergeants will be required to utilize funding from General Fund reserves to address this need as detailed on the attached Exhibit A; and

WHEREAS, This compensation adjustment requires an amendment to the FY 2009 Compensation Policy for County Government adopted by Resolution 32 on July 21, 2008 to allow for these adjustments; and

WHEREAS, A proposed adjustment to the compensation schedule for Patrol Officers, Sergeants and Lieutenants as per the attached Exhibit B is recommended to address this need.

NOW, THEREFORE, BE IT RESOLVED, BY THE BOARD OF COUNTY COMMISSIONERS OF SHELBY COUNTY, TENNESSEE, That the 2009 Compensation Policy for county government as adopted by Resolution 32 on July 21, 2008 is hereby amended to provide for compensation adjustments for Sheriff's Patrol Officers, Sergeants and Lieutenants effective July 1, 2008 as reflected in Exhibit B, which is attached hereto and incorporated herein by reference.

BE IT FURTHER RESOLVED, That these adjustments become effective retroactively to July 1, 2008 and be incorporated into the base salary amount of these positions for all deputies on board in the classification categories detailed on Exhibit B as of the date of adoption of this resolution.

BE IT FURTHER RESOLVED, That the FY 2009 operating budget is hereby amended as per the attached Exhibit A which is attached hereto and incorporated herein by reference.

BE IT FURTHER RESOLVED, That an additional equivalent adjustment to the pay classifications as identified on Exhibit B be incorporated for the FY 2010 budget year with this proposed compensation adjustment being in lieu of any general increase recommended and approved in the FY 2010 compensation policy as adopted by the County Commission.

BE IT FURTHER RESOLVED, That funds in the amount of \$872,036.00 are hereby appropriated from the FY 2009 operating budget and that general fund reserves be used to provide funding for this purpose.

BE IT FURTHER RESOLVED, That the Mayor and the Director of the Division of Administration and Finance are hereby authorized to issue warrant or warrants for the amount appropriated in this resolution and to take proper credit in their accounting therefore.

A C Wharton, Jr., County Mayor

Date: _____

ATTEST:

Clerk of County Commission

ADOPTED:_____